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Monitor Newsletter January 12, 1998

Bowling Green State University

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MONITOR

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Board supports leadership focus

Two years from now, the first group of students will enroll in the Sidney A. Ribeau Leadership Academy, preparing to hone their leadership skills to help meet the challenges of the 21st century. Eventually, between 135 and 150 students will be part of a select group participating in this exceptional BGSU learning opportunity.

During its Dec. 11 meeting, the Board of Trustees expressed its support for the program, and announced plans to establish a \$100,000 endowed scholarship fund for academy students. Up to five incoming and current BGSU students, known as "Trustee Leadership Scholars," will receive \$1,000 scholarships from the fund.

Trustee Kermit Stroh of Wapakoneta said, "We want to see Bowling Green graduates become the leaders of their communities, businesses, organizations and other areas in which they are involved. The Ribeau Leadership Academy is going to make that happen."

Plans for the academy were announced in October, when President Ribeau donated his \$15,000 salary bonus to help establish the academy.

A University fund-raising campaign seeks to create a \$2 million endowment for the academy. To date, a \$25,000 gift has been received for scholarships for Toledo-area public school students and a \$30,000 pledge has been made to provide scholarships for students interested in public service careers.

Other details include:

- Current courses will be modified to include a leadership component for academy students. In addition, courses will be specially designed for the academy;
- Out-of-classroom activities, such as internships and community service opportunities, will be part of the academy's curriculum. A "Meals with Leaders" series of breakfasts, lunches and dinners will bring together students, faculty, staff and business/community leaders;
- "Leader-to-Leader Colloquiums" will provide a

forum for community, government and social-sector leaders to discuss the challenges of leadership in the next century;

- Workshops, presentations and other activities will be held for high-school students at the high schools as well as on the BGSU campus. Special attempts will be made to identify and include underrepresented and inner-city youth;

- A week-long summer leadership seminar will be held for young professionals. Business, education and government leaders will be recruited to serve as teachers and mentors;

- The University will also host an annual leadership conference. The first such event next fall will officially inaugurate the academy.

Ribeau said efforts are already underway to form partnerships with school districts, community and government agencies, and with corporations, businesses and foundations.

"The world is changing in a very profound way," Ribeau emphasized. "Faced with global competition, rapidly accelerating technological change, and a changing labor force, the marketplace is demanding that organizations in all sectors transform themselves dramatically."

"Faced with these and other challenges, a critical need for leadership arises and American colleges and universities have always played a vital role in developing leaders through education."

"Today, more than ever, the need exists for a new kind of leadership, one that is rooted in the values of inclusivity, respect, democracy and social responsibility," he added.

In his report to the board, Faculty Senate Chair Robert Holmes, legal studies, announced that the senate will be awarding two student leadership awards to rising seniors (those entering their senior year) who have demonstrated leadership ability.

In other business, the trustees:

- Approved a \$242 annual increase in standard

room and board rates for the 1998-99 academic year.

Even with this 5.8 percent increase, the University's room and board rates remain among the lowest in the state, said Trustee Valerie Newell of Cincinnati. She said a "significant portion" of the increase will be used for residence hall improvements.

The total cost to live and eat in seven of BGSU's nine residence halls next year will be \$4,392. Offenhauer residents will pay an additional \$634 and Founders residents will pay another \$890/year. These halls have greater amenities, such as air conditioning.

Of the total, \$16 was added to the residence hall technology fee, which increases to \$136 next year. All residential units have computer labs and are currently being networked to enhance technology services for students. The additional funds will cover operating and hardware replacement costs.

- Approved spending up to \$500,000 to hire architectural and engineering consultants to prepare preliminary design plans and cost estimates for the renovation/expansion of the Student Union.

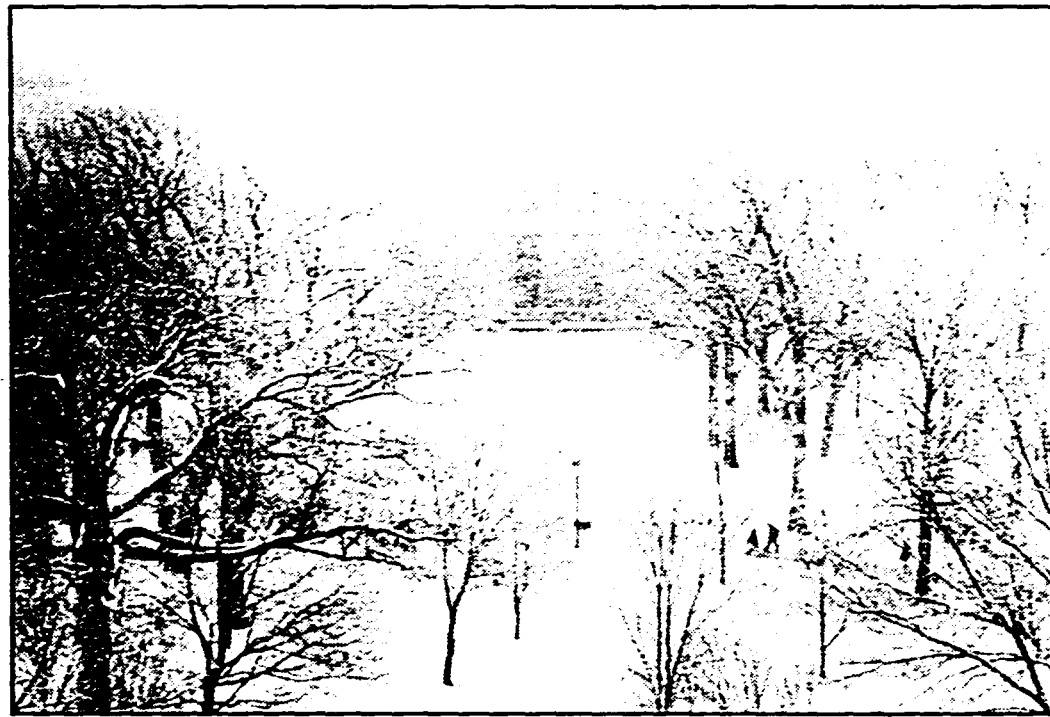
The current union was built in 1958 when enrollment was only 6,000 students, compared to 17,000 today. The proposed \$30 million renovation would nearly double the size of the union to 207,000 square feet, and could be completed as early as 2000-01.

Representing more than 250 residents of Prout Hall, Megan Merritt, a senior accounting major, urged the board not to destroy their campus home, as the union expansion plan proposes.

"We are very passionate about where we live," she said, referring to Prout as a model community with a unique design that fosters interaction.

Trustee Leon Bibb responded to her plea with an empathetic memory of his undergraduate days at BGSU when his fraternity house was razed in the 1960s to

Delightful in white



Passers-by take in the Bowling Green campus, dressed for the season in wintry white.

make way for what is now Jerome Library.

"I know that pain," he said. "Change hurts, but we must look into the future," noting that the new library benefited "all of us."

Ed Whipple, vice president for student affairs, said the plan is to use resident input to enhance the Prout program in a new location.

- Approved auxiliary improvement projects totaling \$1,781,123. The majority (73 percent or \$1.3 million) of the total will be used

to renovate and repair the residence and dining halls.

Other projects include two new trucks for parking services, a new fairway mower for the golf course, replacing the elevator in the Student Services Building, a new shuttle bus and renovating a locker room for volleyball in Anderson Arena. The funds for these projects come primarily from depreciation reserve accounts.

- Approved the Protected Speech Policy, which had already been approved

by the president's cabinet and endorsed by each of the five constituent groups.

The student-initiated policy, as it appears in the *Student Affairs Handbook*, designates a protected speech area within the pedestrian mall area outside the Student Union, but does not preclude free speech from occurring in any other area of campus.

A coalition of students worked with the University administration to determine the designated site. ♦

Lancaster to lead technology efforts

Ann-Marie Lancaster has been named vice provost for technology and chief information officer, Charles Middleton, provost and vice president for academic affairs, has announced.

"This is a two-year term appointment," he said, adding that a national search to fill the position will be conducted in 2000.

"Much progress is being made in technology initiatives including the networking of residence halls and campus buildings, upgrading of computer labs and equipment. Conducting a search at this time would slow that progress," he said.

Middleton said that Lancaster will be working with several campus groups including the University Computing Council, the President's Cabinet working

team on technology and others to advance technology capabilities at Bowling Green. "She knows our situation, our goals and what needs to be done to achieve them. I have great confidence in her ability to continue to move the University forward during this transitional period."

Lancaster, who joined the computer science department faculty in 1976, has been serving as provost associate for information technology since 1997, a position in which she has facilitated the integration of technology on the campus.

During this time, some of the University's technology initiatives have included the installation of in-room Ethernet connections to all campus residences, which enable students to access

resources such as the library, the Internet and email at greater speeds than with most modems.

Also, two other projects—Classroom Technology and Desktop Computing—are underway. They involve updating classroom technology and installing new computer systems in student computing labs and some classrooms.

The classroom project includes installing 30 new video projection systems, enabling more faculty to make computer-based presentations. Training for instructors is also being developed.

The desktop project is adding nearly 1,000 new computer systems to labs and classrooms. All labs will feature similar hardware and software and fully networked equipment. ♦

The email connection: Faculty communicate with students in new-fashioned ways—instantly

Bowling Green faculty are excited about the use of email for communication with students and they are finding a variety of uses for it, including making assignments; issuing announcements; reminders and cancellations; scheduling appointments; and distributing lecture notes and outlines.

Email equalizes the playing field for shy students by providing a neutral forum for communication. It eliminates phone tag. It provides immediacy for faculty and students. It allows faculty to respond to student queries without waiting for class to meet, which is especially useful when students are studying for exams or writing papers and it allows students to communicate important information such as illness and their inability to attend class. Likewise, it allows faculty to announce class cancellations and changes to assignments and schedules.

The *Monitor* received some 40 responses to its query for information on email use for faculty-student communication. A review of the results reveals that email is used across-the-board, and the reasons for using email are as numerous as there are faculty.

Advisers find it useful for easy and immediate communication with students. Faculty of graduate programs use it to review papers and send back their suggestions and comments, especially for those graduate students who live outside of Bowling Green. Faculty also use it to receive undergraduate assignments.

Faculty also use email to communicate with each other, with their peers and

with professional associations. They can distribute journal articles to publications for review, perform committee work and oversee outside research projects.

Email saves money that formerly was spent on long-distance telephone calls and mailing costs.

Although the uses of email appear to be endless, according to Mark Asman, accounting and management information systems (AMIS), its current use "is just the tip of the iceberg."

Email, Asman said, "creates a virtual class that allows much more flexibility than meeting only 2-3 times per week. It also does away with the timing problem. Students can ask questions at 2 a.m. and get answers from me when it fits my schedule."

"I also receive graduate papers via email attachments, take them straight into a word processor, make my suggestions and comments, and send the annotated paper back via email attachment," according to Asman. "It is much easier to work with graduate students off location this way than shipping paper back and forth. Plus, for me, making comments via a keyboard makes my writing legible and allows much more 'space' to elaborate than the amount between the printed double-spaced lines."

According to Asman, many AMIS faculty have "moved well beyond email and handle receipt of assignments via FTP or Web-based services. I and others in this department have used the Web for dynamic class syllabi and make class notes and handouts available

electronically to those interested. We have even had faculty run worldwide classes with students from around the globe teaming with others teaching similar materials to work on a world-wide class together."

Rick Gebhardt, English, said he uses email "routinely" to get announcements out, to share with the whole class answers to questions posed by individuals; to make post-class comments and observations about points that came up; to check on students who missed class and/or assignment dates."

Students regularly contact Patricia Shewokis, kinesiology, via email "to discuss course concepts, clarify assignment information, inform me of interesting WWW sites and to schedule appointments. The technology of electronic information, in my opinion, has facilitated communication between myself and students and among students."

Ron Lancaster, computer science, said email "has had a major change on the way I interact with students. Even though I still schedule the same number of office hours each week, most students now prefer to interact with me using email. It's more convenient for them in several ways. They can send me an email when a question or problem arises and I can respond the next time I'm at my system...Plus, if they happen to be working on a computer on campus or elsewhere, they can send the

email and keep on working. In many cases, I can respond within a few minutes to the inquiry."

The convenience of immediate communication is a boon for students cramming for exams or putting the final touches on class projects. A good feature of email in the view of Carol Heckman, biological sciences, "is its use for laboratory instruction. The students are required to write lab reports and turn them in the next week after the lab has been completed. They often get stuck on

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— Ron Lancaster

some relatively trivial problem about what to put on the axes of a plot, or how to calculate the quantity asked for in the instructions. Then if they can't find the instructor...it can be frustrating. They write on the email though, and by the end of the night before the report is due, they can have the answer to their questions. This kind of just-in-time communication is very effective."

Several faculty noted that email is a positive way for shy students to communicate. Joseph Spinelli, geography, said he requires his students to check their email daily and that he is in contact with at least one or more students each day. "I want them to feel at ease in communicating with me because I know many are shy and hesitant to ask a question in class. But they are more uninhibited through the more anonymous medium of the listserver. Once we make contact, I find that the students will come back to me often with questions. I also know after more than two decades of teaching that if a student asks me something outside of class, he or she represents a large number of other students who did not have the nerve to pipe up and question me in class. In this case, I usually send the

answer to the entire listserver because I know others will appreciate it. This has worked wonders."

The same experience was reported by Lee Meserve, biological sciences, who said "...persons who might be shy about following through with personal meetings or calling by phone seem less so via this medium." Email, according to Meserve, provides flexibility for both faculty and students. "They can write when they have the chance; I can reply when I have the chance; we can all read the message at our convenience...beats trying to set up a face-to-face meeting."

Barbara Thayer-Bacon, educational foundations and inquiry, said she uses email "to open up classroom discussions, so that people can discuss topics and ask questions that they might not be able/or willing to ask in class. It gives us more time and another way to talk to each other."

Continuing or expanding classroom discussions is another use frequently mentioned by faculty for email, as is using it as a method to open communication among students.

Beth Casey, Canadian studies, said she uses email to "continue class discussions which are very involving for students. This often occurs after a group presentation of some controversial topic—or simply when class time ends before we are finished discussing. Secondly, I use it to have students discuss material with each other which we have not had time to cover in class. I join in these discussions and respond as well..."

Using email for his graduate classes and for students whose teaching he supervises has been a positive for Michael Bradie, philosophy. "In addition," he said, the graduate students "have set up listprocs for the introduction to philosophy courses that they are teaching independently. These serve as forums for student interaction and exchange. We have posted problems or puzzlers relating to the philosophical issues being discussed in class for them to respond to. Students are encouraged to post problems of their own, respond to each other's messages and generate a dialogue."

Alan Lord, AMIS, also

uses email to encourage students "to communicate among themselves...This communication method allows them to ask each other questions about course material or to contact everyone in the class about other school-related issues."

Email, according to Blanche O'Bannon, education curriculum and instruction, "is a wonderful aid to the classroom...if policies are set forth for proper communication..." Her classes use it "to send logs to peer groups about readings in class, ideas for projects or other communication." A drawback, O'Bannon said, is that email is time-consuming.

Advisers find email a great aid and say it is used frequently by students seeking advice or information.

Scott Highhouse, psychology, said he sent each psychology major he advises a message "asking him or her to come and speak with me about personal, career and educational goals and how the psychology department could help in the attainment of those goals. The response has been very positive. Although less than half responded, those that did were very happy to have an unknown faculty member express an interest in him or her. I am trying to get these students to become involved in the department very early on in their education. Email is one tool that has allowed me to do this in a quick and efficient way."

Marc Simon, political science, said he uses email extensively to communicate with students he advises.

And for Simon and several other faculty, email access provides an opportunity to keep in contact with former students. "The most important development, for me, though, is that I have been able to stay in touch with alumni for 2-3 years after they leave us," Simon said. He suggested keeping alumni connected to bgnet—allowing them to keep their accounts indefinitely, or offering low-cost Internet access.

"It is always a special thrill," according to Ron Stoner, physics and astronomy, "to get an email message from an ex-student who is doing well and wants to keep me informed about his or her new job or other developments in his or her life." ♦

MONITOR

Published for faculty and staff of Bowling Green State University

University Vision Statement:

Bowling Green State University aspires to be the premier learning community in Ohio and one of the best in the nation. Through the interdependence of teaching, learning, scholarship and service we will create an academic environment grounded in intellectual discovery and guided by rational discourse and civility.

BGSU is an AA/EEO educator and employer.

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Classified staff meeting

Student services, parking services staff explain challenges, goals

In an environment of challenge and change, student housing has made wonderful strides, said Ed Whipple, vice president for student affairs.

Speaking to classified staff Dec. 16, Whipple called the Chapman Living/Learning Community a "wonderful example of collaboration with academic affairs." He also said the new union, now in the planning stage, will be "very exciting for all of us" and will "fundamentally change student life at Bowling Green."

In part by using \$1.3 million recently allocated by the Board of Trustees for residence/dining hall renovations, Whipple hopes to begin to turn around a housing program where at least 1,000 additional students could be accommodated. That will involve "refocusing the administration and programming of residence halls," he said. "I want to get to the point where we have to turn students away."

To accomplish this, Whipple advocates stepping outside of the box and looking at creative solutions. "We need to look at what is best for students," he said. "What worked here 20-30 years ago won't work in 1998-99. It can't be business as usual."

Classified staff have an important role to play, he added. "Students deal with front-line staff," he said. "You make a difference in how a student perceives Bowling Green."

One creative and successful option already underway involves allowing juniors and seniors to live in a double room for the price of a single while forgoing the meal plan, Steve Lashaway, facilities services, noted.

With the merger of University dining services with housing this past year, Whipple said he will be looking at ways to avoid duplication and increase efficiency.

Another goal is to initiate an ongoing, annual maintenance schedule for items such as painting, carpeting and replacing/sanitizing mattresses.

Whipple said the student affairs area has benefited from customer service training for all staff as well as the designation of Larry Holland, facilities services, as a point person for residence hall maintenance work.

Whipple also addressed the following topics:

Campus life: "I get very

frustrated when I hear students say there's nothing to do," said Whipple, suggesting that "marketing has to begin during the orientation process."

Noting that the French dinner in the Commons dining center Dec. 11 was "great, a lot of fun," he added that "I bet a lot of students didn't even know about it."

He noted that resources for student programming are minimal. Financially, "we're about 40 percent of where we should be," he said.

Classified staff also learned about parking and traffic issues from Stacie Enriquez.

She said the office's budget of \$1,029,000 is generated from permits, meters and violations. This pays for the shuttle service, office staff, the visitor's center, parking lot maintenance and snow removal (including salt), plus a portion of the cost of public safety staff.

A parking committee recommends fine amounts, which are published on the back of the campus parking map. Classified staff can bring concerns and suggestions to committee member Barbara Garay, science library.

Motorists who believe they have been fined improperly can contest the ticket through the appeals process, Enriquez said. A written appeals form, available from parking and traffic,

can be completed and returned to that office for review by the appeal committee. Anyone who disagrees with the committee's decision can appeal in person to an independent appeals committee which meets twice each month. Approximately six percent of tickets are appealed, Enriquez said.

Jim Lein, facilities services, said serving on a parking appeals committee gave him a different perspective and encouraged others to serve as well.

To address negative parking perceptions, several ideas have been suggested to the University Parking Committee, Enriquez said. Suggestions include allowing staff to park in the stadium lot and take the shuttle to their offices, while enhancing the shuttle service to run every five minutes. Another suggestion involves selling 10 reserved spaces in each lot through a lottery system.

Enriquez also encourages staff to notify parking and traffic about events/conferences.

"If we know an event is going on, we will not ticket the parking areas near the event site," she said. Beyond that, making use of the shuttle service or chartering a shuttle can alleviate parking hassles for guests and help make the event run more smoothly.

Enriquez invited interested staff to "ride along

with parking enforcement officers" to better understand their challenges. "The people in the field who write the tickets take a lot of abuse," she said, encouraging others to be courteous and friendly to their colleagues in parking and traffic.

In other business, classified staff council:

- donated \$250 to the Shanon Wise Marks Memorial Scholarship, being administered by the College of Arts and Sciences. The deceased daughter of Patricia Wise, education and human development, Marks was awarded the Classified Staff Council scholarship while a student at the University in 1989-90. The 29-year-old alumna was murdered in her home in Cincinnati last month. The donation will come from council's special events budget.

- transferred \$1,000 from the special events funds to the council's scholarship endowment.

- discussed professional development opportunities for classified staff. Faith Olson, education and human development, praised Dean Les Sternberg for his commitment to providing both funds and time off for college staff at all levels. She said each employee is allowed \$200/year for books, software or training expenses. Also, 40 college employees will be participat-

ing in a day-long Franklin planner time management workshop on campus.

Karen Weber said her colleagues in the health center, including classified staff, can use up to \$600/year/person for professional development activities.

Susan Frost, libraries and learning resources, said classified staff under Dean Linda Dobb are provided with a pool of funds designated for professional development, which are allocated upon request and approval.

- announced that the State Employee Council of Ohio (SECO) Conference will be held June 18-19 at The Ohio State University in Columbus.

Other items include:

- To be kept informed electronically, all classified staff who are not currently on the classified staff list serve are encouraged to submit their email addresses and names to Olson, 2-7310. Any

staff person who does not have an email address is encouraged to obtain one through computer services.

- A council seat is available in the academic affairs area, due to the resignation of Pat Kitchen, human resources, from council. Interested candidates may contact Lein at 2-7984.

- A copy of the Ohio Civil Service and Collective Bargaining Laws and Rules 97-98, has been purchased by council. It contains information governing certain state employees, including classified staff at state institutions of higher education. Topics include job audits, compensatory and flex time rules (which must be uniformly administered) and holidays. The volume will be housed in the council office at 13 College Park Office Building. For more information, contact Jay Samelak, student union, at 2-2242. ♦

in brief

Accounts payable 'almost perfect'

Almost perfect. Accounts payable staff were accurate 99.98 percent of the time in fiscal year 1996. That's the conclusion of an auditor's findings based on a review of more than \$58 million in University payments. Auditors from the Detroit office of PRS International Inc. combed through 75,000 invoice documents, looking for overpayments, duplicate payments and other discrepancies. They found only 12 errors totaling \$9,351.59.

"We found your systems, procedures and controls work well and your staff to be knowledgeable, effective and very cooperative," wrote Ed Ritter, vice president of operations for PRS, in a letter summarizing audit findings.

This is a campus-wide success story, emphasized Carl Lipp, business office, since paying bills correctly involves the efforts of secretarial/clerical staff and others throughout the University.

Suggestions by the auditor included:

- greater attention to seeking cash discounts and volume rebates;
- implementing a departmental purchase card system for small purchases to eliminate the large number of invoices processed (the University has already requested proposals for such a system); and
- increased coordination in the purchasing/leasing of office equipment to allow for more uniformity in maintenance and supplies. ♦

Graduate dean candidate visits

The campus community will have an opportunity to meet one of the candidates being considered for the position of vice provost for research and dean of the Graduate College during an open forum from 10:15-11:15 a.m., Jan. 16 in the Alumni Room, Student Union.

Carol Magai, professor and director of the Center for Studies of Ethnicity and Human Development at Long Island University in Brooklyn, N.Y., will make a presentation and be available to answer questions.

Other candidates will interview on campus later this month and will also participate in open forums. ♦

Student affairs staff honored

Wayne Colvin is the 1997 recipient of a prestigious national award that recognizes exceptional and long-term service to the betterment of men's and women's fraternities.

He was among five BGSU student affairs professionals and graduate students honored at the annual meeting of the Association of Fraternity Advisors and the National Interfraternity Conference in San Francisco last December.

Others receiving awards were Lisa Fedler, assistant director of student housing and residence programs/Greek affairs; Eileen Sullivan, a doctoral intern in the student affairs office, and Tim Bessler and Shannon Geiger, both master's degree students in the college student personnel program.

Colvin was presented the

Robert H. Shaffer Award—the top honor given in the fraternity advising profession. He joined the Bowling Green staff in 1976 and has had a major impact upon the University's Greek system.

He has held various leadership positions in professional organizations, including the Association of Fraternity Advisors, the National Interfraternity Conference and the Mid-American Greek Council Association, for which he is currently the executive director.

Fedler, who now directs the University's Greek programs, received the Perspectives Award based upon a highly acclaimed article she wrote for the AFA magazine for fraternity/sorority advisers. Fedler's article dealt with the timely and important issue of the impact of alco-

hol-free fraternity and sorority housing.

Sullivan received the National Order of Omega Doctoral Fellowship, which recognizes excellence in academics and involvement in fraternities and sororities. She is active in professional groups, including the AFA and NIC; the national office of her sorority, Delta Zeta; the Order of Omega, and LeaderShape, a national organization committed to encouraging young people to lead with integrity.

Sullivan is also a member of the University's Board of Trustees.

Bessler and Geiger each received first-place honors in the Order of Omega Study Competition for their successful use of knowledge and skills in advising fraternities and sororities. ♦



Umbrellas, hoods and hats protect walkers, as a fresh snowfall tops trees.

in brief

New shredding process announced

Due to the recent fire involving shredded paper in Hayes Hall, the University is revising the manner in which confidential material is destroyed. In the past, computer services collected and shredded this material for departments on campus but will no longer be providing this service. Following are some options now available to departments:

- The most cost-effective option is to evaluate what is "confidential" and redirect materials that really do not need to be shredded into the recycling operation. Paper destined for recycling is collected and transported to the recycling center where it is baled and shipped to a Wisconsin paper mill for processing into recycled paper products.
- Departments with low volumes could purchase their own shredder. The shredder output can go to the recycling operation. Any shredded paper accumulated by departments must be stored in a manner that meets the fire safety regulations of the University and the State of Ohio.
- Departments may purchase shredding services from a company specializing in the destruction of confidential material. Wood Lane Industries in Bowling Green offers this service for 15 cents per pound. All Shred Services, Inc. in Toledo will shred for 7.5 cents per pound plus a \$45 pick-up charge. Questions about these options may be directed to Craig Wittig, recycling coordinator, 2-8909. ♦

School of HPER name changes

The School of HPER is now the School of HMSLS. Faculty in the School of Health, Physical Education and Recreation requested that their unit's name be changed to the School of Human Movement, Sport and Leisure Studies. The request was approved by University Provost Charles R. Middleton and became effective Dec. 8.

The School of Human Movement, Sport and Leisure Studies includes the Division of Kinesiology, the Division of Sport Management and the Division of Recreation and Tourism. The Division of Health Education has been moved to the Department of Family and Consumer Sciences. ♦

How can I buy that?

Purchasing staff will host forums on "How Purchasing Functions" to inform the campus community about purchasing procedures. Participants will also have an opportunity to ask questions and suggest improvements.

Forums will take place from 10-11:30 a.m. Jan. 21 and Feb. 11. For more information, including locations, or to reserve a spot in a session, contact Jan Ruffner, purchasing, at 2-8419 or jruffne@bgnet.bgsu.edu. ♦

campus calendar...

Monday, January 12

Spring 1998 classes begin.

Wednesday, January 14

Men's basketball hosts Kent, 7 p.m., Anderson Arena.

Friday, January 16

Lecture, David Suzuki, award-winning scientist, author and host of the CBC television program, "The Nature of Things," will discuss Canadian-U.S. environmental issues, 3-5 p.m., 101 Olscamp Hall. Free. Reservations: Linda Snyder, Canadian studies, Lsnyder@cba.bgsu.edu.

Women's tennis hosts DePaul, 6 p.m., Orchard Hills, Lima.

Saturday, January 17

Men's track hosts Findlay, Toledo, Central Michigan, 11 a.m., Perry Fieldhouse.

Women's track hosts Findlay, Central Michigan, 11 a.m., Perry Fieldhouse.

Women's basketball hosts Akron, 7 p.m., Anderson Arena.

Sunday, January 18

Concert, Invitational High School String Festival, 3 p.m., Kobacker Hall, Moore Musical Arts Center. Free.

Monday, January 19

Martin Luther King, Jr. Day holiday

Continuing Events

January 12-March 16

Seminar, Real Estate Law, legal aspects of typical real estate transactions, 6-9 p.m. Mondays, Room 2, College Park. Fee. Contact: continuing education, 2-8181.

January 14-March 18

Seminar, Real Estate Law, institutions, methods, instruments and procedures involved in financing real estate, 6-9 p.m. Wednesdays, Room 2, College Park. Fee. Contact: continuing education, 2-8181.

January 13-February 6

Exhibit, "By Example," internationally acclaimed designer and BGSU alumnus Rick Valencenti uses interactive and process-oriented methods to examine client-designer collaboration through video and print, 10 a.m.-4 p.m., Tuesdays-Saturdays, 2-5 p.m. Sundays, closed holidays, Dorothy Uber Bryan Gallery, Fine Arts Center. Artist's talk and reception, 7 p.m. Friday, Jan. 23.

Continuing Education Classes

Jan. 20 - Feb. 24: Oil Painting II: Spend more time painting, and learn canvas stretching and glazing techniques, 6-8 p.m., Tuesdays. Fee: \$35.

Jan. 21 - Mar. 2: Adult Karate - All Levels: Learn Karate through all three levels: beginning, intermediate and advanced, 6-7:30 p.m., Mondays and Wednesdays for Beginning and Intermediate, and 7:30-9:30 p.m., Mondays and Wednesdays for Advanced. Fee: \$45.

Jan. 23: Counseling, Mentoring, Developing Performance - Leadership Role: Study how to measure employee performance, conduct performance reviews and prepare developmental plans, 8-10 a.m., Friday. Fee: \$40.

Jan. 24: Discover Rubber Stamping - Beginning: Learn how to make elegant works of art in minutes using rubber stamps, 10 a.m. - 12 p.m., Saturday. Fee: \$20.

Jan. 26 - Mar. 4: Tai Chi: This Chinese form of exercise promotes a feeling of satisfaction and tranquillity, demands little or no physical strength, and is open to people of all ages, 5:30-7 p.m., Mondays and Wednesdays. Fee: \$69.

For more information, including locations, or to register, call continuing education, 2-8181. ♦

job postings.....

FACULTY

(Unless otherwise noted, all faculty positions are for assistant professors.)

Art (computer art). Tenure-track position. Call 2-2786. Deadline: March 5.

Biological sciences - molecular host-pathogen interactions. Tenure-track position. Deadline: Jan. 15. Call 2-2332.

Assistant/associate/full professor - communication disorders. Call 2-6031.

Deadline: Jan. 16.

Business education. Tenure-track position. Call 2-2904. Deadline: Feb. 2.

Instructor - business communication. One-year, terminal position. Call 2-2376. Deadline: Jan. 12.

Instructors (2) - mathematics and statistics. Deadline: Jan. 16. Call 2-2636.

Physics and astronomy. Tenure-track position. Call 2-2421. Deadline: Jan. 15.

Popular culture. Two tenure-track positions. Call 2-2981. Deadline: Jan. 15.

Technology systems (electronic technology). Tenure-track position. Call 2-2439. Deadline: Feb. 27.

Telecommunications. Tenure-track position. Call 2-2138. Deadline: Feb. 6.

Visual communication and technology education. Two tenure-track positions (architecture/environmental design studies and training and development). Call 2-2437. Deadline: Feb. 13.

Assistant or associate professor - visual communication and technology education (visual communication technology). Tenure-track position. Call 2-2437. Deadline: Feb. 13.

Contact human resources, 2-8421, for information regarding the following:

CLASSIFIED

Posting expiration date for employees to apply: noon, Friday, Jan. 16.

Administrative assistant 1 (1-16-1) - physics/materials science. 12-month, part-time. Pay grade 8.

Administrative secretary 2 (1-16-2) - residence life. Pay grade 10.

Secretary 1 (1-16-3) - graduate studies in business. Pay grade 6.

ADMINISTRATIVE Applications systems administrator (V-066) - University advancement. Deadline: Jan. 12.

Director of major gifts (V-071) - development. Deadline: Jan. 16.

College offers Communication Tech degree

This month, Firelands College begins offering a new associate degree program in Communication Arts Technology.

The new program, offered under the college's Associate of Technical Study degree, develops effective communicators proficient in a broad range of skills. Graduates will be knowledgeable about the communications technologies emerging in today's fast-paced, information-based work environments.

The program was developed by a cross-disciplinary committee of BGSU faculty and staff using business and industry input. Directed by Andrew J. Kurtz, English, the program is designed to meet the increasing demand for jobs in the areas of Web site design and maintenance, multimedia systems development, inter/intra networking environments and technical document design.

Students choose from three career options: arts/production, communication technology and business. Graduates will possess the ability to apply technical skills, to teach technical applications in a business setting and to sell communication technologies. They will also be proficient in written, verbal and non-verbal communication skills, knowledge of the business environment, traditional and electronic data acquisition, team building, teamwork, cross-platform communication design and graphics, and multimedia/integrated media production.

"I believe that in the rush to train students and personnel to create such things as Web sites and multimedia systems, many programs have lost sight of the importance of effective communication skills, especially in the areas of writing and group dynamics. [The Firelands program stresses] these broader aspects of communications so that our graduates will be a caliber above those completing more technically intensive programs. At the same time, we have worked with business and industry to identify the major areas of present and future demand in this field and have incorporated into our program the necessary technical skills to meet that demand," said Kurtz.

For more information, contact Kurtz or Lesley Ruszkowski, college relations, at 800-322-4787. Email: kurtz@bgnet.bgsu.edu or lesleyr@bgnet.bgsu.edu. ♦

FACULTY FOCUS

VOL. 1 NO 2 ♦ WINTER 1997/98

New faculty bring outstanding talents to BGSU

• Rachel J. Beane, geology, came to Bowling Green from Stanford University, where she was a teaching assistant in geographic information systems.



She received her Ph.D. at Stanford in geological and environmental sciences in 1997. Her extensive research experience involves geochemical study projects in Russia and Colorado. She has received several grants and honors, including McGee Foundation and Shell Fund grants through Stanford.

• Margaret Zoller Booth, educational foundations and inquiry, received her Ph.D. in 1991 in curriculum and



instruction with specializations in educational psychology and international/

comparative education at Ohio University. She previously taught at Ohio University, where she was an assistant professor and research associate. Her professional foreign experience involves field research in Swaziland on home and parental effects on Swazi children. Prior to that, she also was a U.S. Peace Corps volunteer in Kenya and traveled and observed primary schools in India, Nepal and Thailand.

• Gregory G. Garske, educational foundations and inquiry, earned his Ph.D. in rehabilitation psychology from the University of Wisconsin in Madison.

He is teaching graduate-level clinical mental health

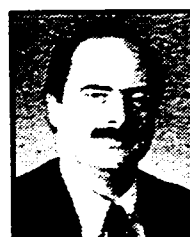
counseling, supervising mental health interns and conducting disability and rehabilitation related research. His



previous teaching experience was at the University of Illinois at Urbana-Champaign as an assistant professor, and the University of Wisconsin at Madison as an associate lecturer and teaching assistant.

Prior to that, he worked for the Wisconsin Department of Health and Social Services, the Racine County Human Services Department and at Norwood Psychiatric Hospital in Marshfield, Wisc.

• L. Fleming Fallon, Jr., public health, received his medical degree from St. Georges University School of Medicine, St. Georges, Grenada;



and his Ph.D. from St. Lucia Health Sciences University, El Paso, Texas. He currently is a DrPH candidate at Columbia University in environmental sciences.

Fallon is an associate professor and associate director of the master of public health program in the College of Health and Human Services. He also is a columnist of *Health Thoughts*

and created the "Health Thoughts in the Schools" program and curriculum.

An assistant professor of clinical public health at Columbia, Fallon previously served on the faculty at St. Joseph's College in Windham, Me. He was also an associate professor of allied health at Slippery Rock University, Slippery Rock, Pa., an epidemiologist at Jameson Hospital, New Castle, Pa., and an officer and consultant of various corporations and public health agencies.

Fallon has received various grants, honors and awards, and has performed medical and public health mission work in Bangladesh and the Ukraine.

(Continued on page 3)

book shelf

Adirondack history profiles conflicts, people

Philip G. Terrie, English and American culture studies, is an Adirondack scholar who has recently authored his third book on the region, *Contested Terrain: A New History of Nature and People in the Adirondacks*.

The book is the first to quote extensively from diaries and letters of early Adirondack settlers, as well as current year-round residents, rather than the privileged classes from outside the region. Terrie explained that he wanted to tell the history of the region from the perspective of the local people who were responsible for it.

From the time he was a high school senior who worked summers at the Adirondack Wilderness Camp, Terrie has been fascinated with the region. He spent summers there during his college years and later worked as a research assistant and assistant curator at the Adirondack Museum. Since 1981, Terrie has spent

his summers at his camp on Long Lake—even without electricity.

Since the mid-19th century, Terrie said, "one of the most important features of the Adirondack story has been the conviction that the welfare of the entire state of New York depends in a variety of ways on the environmental integrity of the Adirondacks."

"Adirondackers live in a region where the state owns almost half the land and where the Private Land Plan and the Adirondack Park Agency constitute a layer of bureaucracy that many other rural Americans never confront," Terrie said. "More important, they live surrounded by millions of acres of forests and trees."

Terrie presents Adirondack history as a series of "contests over land—conducted through warfare or lawsuits, among other devices." In the introduction, Terrie explains that the conflicts "simulta-



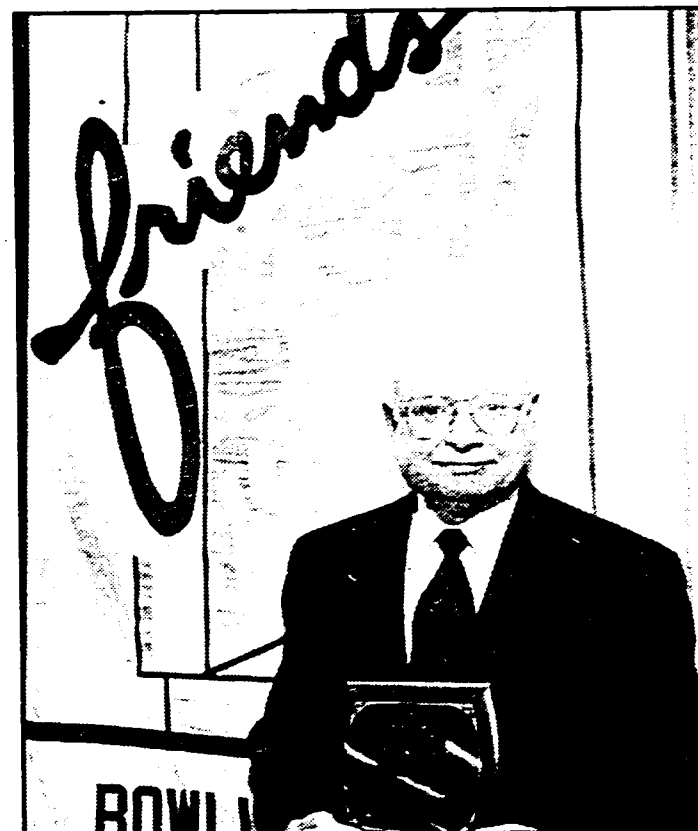
Philip G. Terrie

neously derive from, retell, reinforce, and develop certain stories."

In his book, Terrie offers an optimistic view of the Adirondack future: "It is a place where people live and where nature matters, where it is just this combination, this interrelationship between people and nature, that defines the place, provides it meaning, constructs its narrative. In the Adirondacks, we have a landscape that could be a model for the world."

The book was published by Syracuse University Press and the Adirondack Museum. ♦

Wolfe honored



Ralph Wolfe, founder and curator of the Lillian Gish Film Theater and Distinguished Professor emeritus of film studies, received the 1997 Friends of the Library Award Nov. 19.

The award is given annually by the Friends of the University Libraries, Archives and Special Collections to honor a person or institution that has contributed substantially to the growth and development of the campus libraries and learning resources.

Wolfe, who also holds the title of Gish Professor of Film Studies, was presented the award during The Friends' annual Authors and Artists Reception in Jerome Library.

Wolfe was recognized for this work in creating the Gish Film Theater collection

and his continuing donations to the library in the form of books, magazines and sheet music.

He donated to the library archives a collection of photographs and materials that represent more than 25 films from Gish's career.

In addition, he initiated the Jean Arthur Collection and the Mike Kaplan Collection of Film Outtakes, has served on the Library Advisory Committee and has contributed financially to the library.

Previously, Wolfe received an Excellence in Teaching Award from the College of Arts and Sciences, an Alum of the Year Award from the College of Education and Human Development and was named Distinguished Teaching Professor by the Board of Trustees. ♦

Share your successes

- Presentations
- Publications
- Ideas for feature articles (priority will be given to activities that reflect the eight University priorities).
- Honors/awards
- Grants

Submit Faculty/staff notes to: Monitor Office, Attention: Jennifer Hawk, 516 Administration Building, or email to: Monitor @bgnet.bgsu.edu. ♦

presentations

Rachel Beane, geology, presented "Ar/Ar evidence for Paleozoic high-pressure metamorphism in the South Urals" at the annual meeting of the Geological Society of America in Salt Lake City, Utah on Oct. 23, 1997.

Susan Bolanis, continuing education, presented "Designing Kids' Concerts" as part of a class taught to university students by saxophone professor James Houlik, at Duquesne University on Dec. 3, 1997; presented "Arts Unlimited: In Action!" for the Bowling Green Jaycees on Dec. 8, 1997.

Angelo D. Brown and **Ernest B. Ezell**, technology, co-presented "Web-based Portfolio Assessment" at the National Association of Industrial Technology in Atlanta on Oct. 10, 1997.

Linda Brown, coordinator of collection development, and **John Forsyth**, bibliographer, presented "Managing the Moving Target: Librarian-Approval Vendor Collaboration in the Context of Erratic Budgets" at the 23rd Annual Conference of the Academic Library Association of Ohio in Columbus on Oct. 31, 1997; presented the paper "Library Approval Vendor Selection: What's Best Practice?" at the 1997 Charleston Conference on Issues in Book and Serial Acquisition on Nov. 8, 1997.

M. Neil Browne, economics, presented "The Skills and Pedagogy of Critical Thinking" at an invited workshop at Cardinal Stritch College and Wauwatosa School District in Milwaukee, Wis. on Oct. 28-29, 1997; conducted an invited workshop and teaching demonstration on critical thinking in the legal classroom at the Tri-State American Legal Studies of

Business Association Convention on Nov. 8, 1997; presented "Taking the First Step Towards Teaching Critical Thinking" at the Southeast Asian Ministers of Education Convention, Manila, Philippines Nov. 12, 1997; presented "Teaching Teachers to Teach Critical Thinking: Lessons from the U.S. and Korea" at the Southeast Asian Ministers of Education Convention, Manila, Philippines on Nov. 13, 1997.

Malcolm Campbell, educational foundations and inquiry, presented a paper, "The Pursuit of World-Class Higher Education: Austria's <Fachhochschulen> and Reform Strategies in Austrian Higher Education" to the Midwest Comparative and International Education Society Conference, University of Illinois, Champaign-Urbana, Ill. on Nov. 1, 1997.

Ronald Edwards, libraries, curriculum resource center, presented "Selecting Quality Multicultural Children's Literature for the Classroom: Bridging the Gap to Cultural Diversity" at the 10th European Conference on Reading at Free University in Brussels, Belgium on Aug. 4, 1997; presented "Accessing ESL, Bilingual, and Multicultural Education Resources Electronically Via the Internet, WWW, and OhioLINK: It's Right at Your Fingertips" at the 1997 Ohio TESOL (Teachers of English as a Second Language) Fall Conference in Dublin, Ohio on Nov. 7, 1997.

James Evans, geology, presented "Use of Reservoir Sediment Data From Two Impoundments in Ohio to Reconstruct Post-Settlement Land-Use Changes" at the National Meeting of the Geological Society of America in Salt Lake City, Utah on Oct. 21, 1997.

Ernest B. Ezell, technology, presented "Techniques for Developing World Wide Web Training Materials" at the American Society for Training and Development conference in Washington D.C. on May 18, 1997; co-presented with **Angelo D. Brown**, technology, and **Janice A. Black**, North Carolina Baptist Hospitals, Inc., "Mentoring: Why Mentor, Who to Mentor, and How to Mentor" at the National Association of Industrial Technology in Atlanta, Ga. on Oct. 11, 1997; co-presented with **Janice A. Black** "Using the Macintosh Computer to Develop and Deliver Web Pages for Instruction" at the American Educational Research Association in Chicago, Ill. on April 1, 1997.

Jim Foust, journalism, presented the papers "Protest and Assimilation: The National Farmers Union and the Debate Over Clear Channel Radio" and "Interest Groups-The Forgotten Players in Radio History" at the American Journalism Historians Association National Conference, in Mobile, Ala. on Oct. 16, 1997.

Cliff Glaviano, technical services, and **Julie Rabine**, bibliographer, presented "Gettin' Them Out to that Electronic Resource at Least Both...Maybe Several Ways" at the 23rd Annual Conference of the Academic Library Association of Ohio in Columbus on Oct. 31, 1997.

Lisa E. Gueldenzoph, business education, presented "Creating Web Pages with HTML" at the Ohio Business Teachers Association convention in Toledo on Oct. 17, 1997.

Kenley Inglefield, music, had his arrangement of "Variations of a Tyrolean Song" by Jean-Baptiste Arban, performed

by the University of Michigan Symphony Band at its annual Band-O-Rama concert in Ann Arbor, Mich. on Oct. 4, 1997.

Kyoo Kim, economics, presented "Recent Structural Changes and Competitiveness in Korean Foreign Trade" at the Conference-Seminaire International de Recherche Euro-Asie, at Poitiers University, Nantes, France on Nov. 6, 1997.

Thad Long, recreational sports, and **Annette Dancausse**, graduate assistant, co-presented "Getting Interactive with Your Web Site" at the Ohio Recreational Sports Association (ORSA) conference, at Lorain County Community College in Elyria on Nov. 6-7, 1997.

Nancy Lutes, music, has released a compact disc titled "Romantic Masterworks" with the Lieurance Woodwind Quintet on the Summit Records label; toured Europe with the American Sinfonietta from Nov. 10-Dec. 3, 1997. The ensemble performed 17 concerts in 22 days throughout Germany, Austria and France.

Lisa McHugh, academic enhancement, presented "Creative Approaches to Summer Advisor Staffing" at the National Academic Advising Association conference in Kansas City, Mo. on Oct. 8, 1997.

Jacqueline S. Nathan, Fine Arts Center galleries, presided as co-chair of the Ohio Museums Association 1997 Annual

Conference; served as panel moderator for the discussion "Making Art/Making Music 1997" at the Toledo Museum of Art.

Isabel Barbara O'Hagin, music education, presented a workshop in music and creativity at the BGSU Early Childhood Conference; presented a research paper at the Early Childhood Music Conference at Michigan State University in November.

Mark Odell, family and consumer sciences, presented "Client Experiences of Solution-Focused Couple Therapy" for the American Association for Marriage and Family Therapy in Atlanta, Ga., held Sept. 17-21, 1997.

Dean A. Purdy, academic enhancement and sociology; **Teresa Severance**, sociology; **Mary Ellen Werner**, Office of Student Life, and **Jack Taylor**, provost's office, co-presented "Has Anything Changed? Attitudes Toward Diversity Among College Students" at the North Central Sociological Association Annual Meeting in Indianapolis on April 25-27, 1997.

William L. Schurk, library, presented "Java Jive: America's Love/Hate Relationship with Coffee in Popular Song" at the Midwest Popular Culture Association's annual meeting in Traverse City, Mich. on Oct. 23-25, 1997.

Teresa Severance, sociology, presented a paper entitled

"Adolescent Dating Involvement: Exploring Perceived Influence and Linkages to Social and Behavioral Outcomes" at the North Central Sociological Association Annual Meeting in Indianapolis on April 25-27, 1997.

Donald M. Wilson, music, had the world premiere of the fifth movement from his work, "Marimba Study Book," performed as part of the 18th Annual New Music and Art Festival on Oct. 17 at the College of Musical Arts.

Lisa Wolford, theatre, presented "Mary Shelley in Context: A Re-evaluation on the 200th Anniversary of Her Birth" at a series of lectures and performances sponsored by Theatre Labyrinth in connection with the Ohio Humanities Council in Cleveland on Oct. 16, 23 and 30.

Mary G. WRIGHT, multicultural services librarian, and **Nancy Down**, cataloger and reference librarian, presented "Participants in the New Learning Community: Librarians as Mentors and Advisors" at the 23rd Annual Conference of the Academic Library Association of Ohio in Columbus on Oct. 31, 1997.

Stephen T. Ziliak, economics, presented "A Malthusian Vice: The Abolition of Public Outdoor Relief and the Character Question," at the American Economic Association meeting in New Orleans on Jan. 5, 1997. ♦

working Association at Binghamton (New York) University on Oct. 25.

Mark Munson and **Isabel Barbara O'Hagin**, music, conducted the Bowling Green Children's Chorus at the annual holiday concert of the Perrysburg Symphony Orchestra in Perrysburg on Dec. 13.

Isabel Barbara O'Hagin, music education, has been awarded her Ph.D. in music education from the University of Arizona; has been invited to present a clinic at the Music Educators National Biennial In-Service Conference on April 15-18, and at the organization's Music and Young Children Conference Day on April 19 in Phoenix, Ariz.

Christopher Scholl, music, was the tenor soloist in Handel's "Messiah" at the Peristyle with the Toledo Choral Society on Dec. 5-6 and at Bluffton College on Dec. 13. ♦

FACULTY FOCUS

—Published quarterly for faculty and staff of Bowling Green State University—

University Vision Statement:

Bowling Green State University aspires to be the premier learning community in Ohio and one of the best in the nation. Through the interdependence of teaching, learning, scholarship and service we will create an academic environment grounded in intellectual discovery and guided by rational discourse and civility.

BGSU is an AA/EEO educator and employer.

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Copy deadline: 5 p.m. last Friday in September, December, March and June. (Published quarterly.)

honors

Samuel Adler, visiting distinguished professor of music, had his work, "To Celebrate a Miracle - A Selection of Chanukah Songs," performed by the Perrysburg Symphony Orchestra at its annual holiday concert on Dec. 13.

Burton Beerman, music composition, has had his virtual video opera, "Jesus' Daughter," selected for the CIRET-UNESCO traveling video exhibition project of the United Nations; has had this same opera performed in Switzerland and in Palermo, Italy, last fall; has been invited to participate in a residency at the First International Festival of New Music, Movement and Sound Art from April 25-May 1 in Minneapolis; has been invited by the STEIM Foundation, a center for multi-media and intermedia computer arts, to present a three-week residency in Amsterdam this summer.

James Gordon, professor emeritus journalism, received the first Harold Wilson Award from the Visual Communication Division of the Association for Journalism Education and Mass Communication, during the association's annual convention in Chicago on Aug. 1, 1997.

Lisa Gueldenzoph, business education, received the Northwest Ohio Business Teachers Association Collegiate Teacher of the Year Award and was also honored with the statewide Distinguished Service Award by the Ohio Business Teachers Association at its professional convention in Toledo on Oct. 17.

Jim Evans, geology, has been named an Honorary Fellow of the Geological Society of America.

E. San Juan, ethnic studies, was the keynote speaker at the Annual Convention of the Filipino Intercollegiate Net-

• **Radhika Gajjala**, telecommunications, earned his Ph.D. at the University of Pittsburgh in December 1997. Previously, she was a teaching

fellow at the University of Pittsburgh in public speaking and interpersonal communication.

She has presented numerous conference papers throughout the United States.

• **Fenfang Hwu**, romance languages, received her

Ph.D. at the University of Illinois-Champaign in Spanish linguistics in 1994. She comes

to Bowling Green from Wayne State University, where she was a graduate associate and coordinator of basic language instruction.

She received numerous grants, including two \$3,000 Educational Development

Grants, a \$4,000 Research Award Program Grant, and other grants while at Wayne State. In addition to Spanish, she has near-native fluency in English, native fluency in Mandarin and Taiwanese and intermediate level fluency in Portuguese. She currently is president of the Michigan Overseas Chinese Women Association.

• **Vinod K. Jain**, international business, came to Bowling Green from the California Polytechnic State University at San Luis



Obispo, where he was a visiting professor of international management and strategy.

He has a Ph.D. in business administration from the University of Maryland at College Park.

He has lived, studied and worked in western Europe, the Middle East and India, and has worked in both academia and business and industry as a senior and top-level manager for companies like Macmillan Publishers

and Coca-Cola. He has won several prestigious awards and taught at Texas Christian University, the University of Maryland at College Park, University of Maryland's European division, the University of Aston in Birmingham, England, and the University of Bahrain in India.

• **Royce Ann Martin**, technology, comes from Southern Illinois University, where she taught Aviation



Law at its military campuses. She received her Ph.D. at Indiana State University.

Terre Haute, Ind., in curriculum and instruction (specializing in industrial technology education) in 1997.

In addition to teaching positions at Indiana State University on interactive video design and industrial technology education, Martin also taught English as a second language to international students and taught flight instruction to Allied pilots of 14 NATO military forces, under contract with

Northrop Aircraft, Wichita Falls, Texas.

Among her non-academic positions, Martin has worked as a management consultant and technical writer for Grumman Aircraft Technical Services and the Smithsonian Air and Space Museum. She also was appointed as a Governor's Ambassador for Vocational Education in Georgia in 1981 and was an Aircraft Maintenance Office and Lieutenant in the U.S. Air Force.

• **Sergey Shpectorov**, math and statistics, earned his Ph.D. at Moscow State University in 1990. Previously, he was an instructor at Michigan State University and an assistant professor at The Ohio State University.



Shpectorov was president of the American Math Society in 1993 and has been

published in over 40 major math journals. His research interests include finite group theory, finite geometry and combinatorics. ♦

Issues in Accounting Education, Volume 12, Number 2, Fall 1997; and wrote "The Impact of the New Fraud Standard on Changes in the Audit Practices of Local CPA Firms," published in *Pennsylvania CPA Journal*, Winter 1998.

Danny C. Myers, applied statistics and operations research, wrote "Meeting Seasonal Demand for Products with Limited Shelf Lives," which was published in *Naval Research Logistics*, Volume 44, 1997.

Blanche O'Bannon, educational curriculum and instruction, wrote "CD-ROM Integration Peaks Student Interest in Inquiry," which was published in *Computers in the Schools*, Volume 13, Numbers 3/4, 1997.

Terry Rentner, journalism, wrote "Altering Misperceptions of Alcohol Use on a College Campus through Peer-Based Programming," published in *Peers and Perceptions*, Summer 1997, Volume 1, Number 2.

Thomas P. Rohrer, music education, wrote "An Analysis of 'Blue Lake: Overture for Concert Band,'" published in the *Journal of Band Research* in Fall 1997. The article provides a performance analysis that makes the work more accessible.

Eugene T.W. Sanders, educational administration and supervision, co-wrote "Interpersonal Dynamics of African American Persistence in Doctoral Programs at Predominantly White Universities" with Karen E. Patterson-Stewart of Kent State University and Martin H. Ritchie of the University of Toledo. It was published in the *Journal of College Student Development*, September/October 1997.

E. San Juan, ethnic studies, published "Fragments from a Filipino Exile's Journal," which appeared in *Amerasian Journal*, Volume 23, 1997; published "Bakhtin and Philippine Writing in English," which appeared in *World Literature Today*, Summer 1997; published "Culture Wars Revisited: Maneuvers, Stalemates, Negotiations," which appeared in *The CEA Critic*, Spring/Summer, 1997.

Peter Shields, telecommunications, co-authored "Telecommunication Networks as Social Space: Implications for Research and Policy and an Exemplar," in *Media, Culture and Society* 19(4), 1997.

Lisa Wolford, theatre, edited *The Grotowski Sourcebook*, published by Routledge, 1997. ♦

book shelf.....

Forensic text a first for field

A book by **Joseph Havranek**, special education, is setting the standard for study in the growing field of forensic work.

Forensic Rehabilitation: A Resource for Vocational Experts, describes rehabilitative forensics as "serving the judicial system in terms of establishing what an injury or illness means to somebody's work potential."

The reference book is intended for professionals in the field of rehabilitative forensics as well as for teachers of upper-level and graduate forensics classes.

A Bowling Green faculty member since 1992, Havranek is a recognized expert in the field.

Increasingly important in legal work, rehabilitative forensics is used in court to settle worker's compensation cases, product liability suits and private legal suits, according to Havranek. It also can be used to evaluate

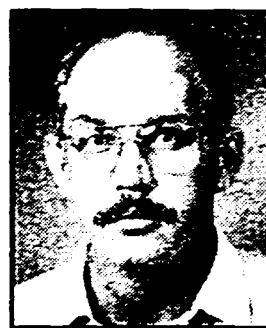
social security, disability and supplemental security income claims and for educating those in industry as to the capabilities of persons with disabilities.

Despite its practical applications, until Havranek finished his book, rehabilitative forensics lacked a comprehensive handbook for practitioners.

In addition to compiling all that was ever written on the subject, he relied upon the advice and expertise of five

other professionals from the fields of forensics and rehabilitation, all of whom contributed to the book.

Havranek has published four other books since 1988, including texts, scholarly books and an edited book. Two of his texts, both published in 1994 by Elliott & Fitzpatrick, are *Vocational Assessment: Evaluating Employment Potential* and *Study Guide for the Certified Case Manager Exam*. ♦



Joseph Havranek

grants

Bonita Bembry, college access programs, received \$229,020 from the U.S. Department of Education, for continued funding to assist young people from low-income families who will be the first generation of their families to complete a baccalaureate degree by fostering skills and motivation needed to go on to post-secondary education.

Robert G. Berns, education and human development, received \$155,061 from The Ohio State University, for preparing teachers to use authentic teaching and learning strategies to improve student achievement; received \$117,500 from The Ohio State University to design a framework/plan to integrate school-to-work concepts into preservice teacher education programs statewide.

Celeste Bland, student affairs, received \$365,487 from U.S. Department of Education, to increase the retention and graduation rates of eligible students in the Student Support Services program and to foster an institutional climate supportive of the success of low-income, first generation college students and individuals with

disabilities through academic support services.

Anthony Boccanfuso, sponsored programs and research, received \$15,750 from the U.S. Information Agency/Council for International Exchange of Scholars, to support three Junior Faculty Development Program scholars in economics, philosophy and American literature.

Susan Bolanis and Stacey Osborn, continuing education, received \$4,602 from the Ohio Arts Council, for outside fees and services, production expenses, travel, space rental and marketing/publicity for the Arts Unlimited program.

Daniel J. Brahier, educational curriculum and instruction, received an \$82,300 Eisenhower grant from the Ohio Board of Regents to continue to provide training for teachers on the use of alternative assessment in mathematics. Through hands-on exploration and reflective teaching, participants will develop their knowledge and understanding of the three standards documents of the National Council of Teachers of Mathematics.

publications

Delia D. Aguilar, ethnic/women's studies, authored "Gender, Nation, Colonialism: Lessons from the Philippines," published in *The Women, Gender and Development Reader*, Zed Press, 1997; authored "Lost in Translation: Western Feminism and Asian Women," published in *Dragon Ladies: Asian American Feminists Breathe Fire*, South End Press, 1997.

Vincent Benitez, music composition/history, published a review of E. Thomas Glasow's translation of "Olivier Messiaen: Music and Color: Conversations with Claude Samuel," and a review article of Benito V. Rivera's translation of Joachim Burmeister's "Musica Poetica."

M. Neil Browne, economics, and **Stuart Keeley**, psychology, co-authored *Asking the Right Questions: A Guide to Critical Thinking*, which was published by Prentice Hall, 1998; and **Browne, J. Kevin Quinn and J. David Reed**, economics, co-authored "Honesty, Individualism, and Pragmatic Business Ethics: Implications for Corporate Hierarchy," which appeared in *Journal of Business Ethics*, Vol. 16, 1997.

Malcolm B. Campbell, educational foundations and

grants

L. Travis Chapin, technology, received \$25,310 from the Ohio Department of Transportation, to discover the mechanics and variables involved in the destructive forces of concrete D-cracking and analyze the cost-effectiveness of using certain measures to prevent premature deterioration of concrete pavement due to D-cracking.

Lisa Chavers, graduate college, received \$7,575 from Miami (Ohio) University for funding for the STARS (Student Achievement in Research and Scholarship) conference.

Thomas Choi, management, received \$5,000 from the National Association of Purchasing Management, for funding awarded to study the supply chain structure.

Linda S. Dobb, library, received \$80,865 from the U.S. Department of Education, for automation of the catalog of the Hayes Presidential Center library using a statewide network, with assistance from interns who are participating in a new library science program; received \$4,000 from the State Library of Ohio for a statewide one-day customer service workshop for library staff in spring 1998.

G. Comer Duncan and **Haowen Xi**, physics and astronomy, received \$88,774 from The Ohio State University Research Foundation, to study the parallelization of Lattice-Boltzmann Method (LBM), a new computational tool to investigate multi-phase fluid dynamics.

Martha Gaustad, special education, received \$83,207 from the U.S. Department of Education, for study of the training needs of educators related to the inclusion of hearing-impaired students into regular public school programs.

Narasaiah Gavini, biology, received \$90,000 from U.S. Department of Agriculture/Cooperative State Research, Education and Extension Service, for understanding the assembly process of a multi-functional metalloenzyme, the Fe-protein. The project involves analyzing the molecular basis of the NiM-mediated maturation of the Fe-Protein.

William Grant and **Randall Norris**, American culture studies, received \$1,500 from the Mississippi Humanities Council, for a project which will show the Mississippi Delta's rich cultural legacy, ethnic diversity and changing economy.

Joseph Gray, German, Russian, and East Asian Languages, received \$7,500 from the Max Kade Foundation, Inc., for support of either a writer-in-residence or a visiting professor for 1997-98.

Jodi J. Haney, educational curriculum and instruction, received an \$83,834 Eisenhower grant from Ohio Board of Regents for funding to assist school districts in providing quality science instruction.

Marty Harvill, biological sciences, received \$7,500 from the Ohio Department of Natural Resources, to identify the aquatic insects found in habitats within Old Woman Creek Estuary.

Pamela Hollenbeck and **Stacey Osborn**, continuing education, received \$700 from the Ohio Humanities Council, to build a bridge from video-resistant adults to video-saturated youths.

Geoffrey C. Howes, German, Russian and East Asian languages, received \$1,500 from the Austrian Cultural Institute of New York, to support lodging, honoraria, and travel for participants associated with the Austria Inside-Out Symposium.

Thomas Hughes, history, received \$67,167 from Air War College/Air University, for a one-year assignment designed to study the effectiveness of Air Force capabilities.

Mark J. Kasoff, Canadian studies, received \$7,500 from the Canadian Embassy, to create a greater knowledge base among academicians, government policy makers, business practitioners and the general public regarding Canada.

Patricia M. King, higher education and student affairs, received \$3,000 from the American College Personnel Association, to support her duties as executive editor of the ACPA publication, *About Campus*.

Jennifer M. Kinney, gerontology, received \$22,500 from Case Western Reserve University, to provide education, training, and consultation to professionals, organizations and agencies that serve older adults in 21 counties in northwest Ohio; received \$10,000 from the Fraternal Order of Eagles, for in-depth studies of Alzheimer's disease.

John Laird, physics and astronomy, received \$70,000 from the National Science

standing of the formations and evolution of the Galaxy's stellar disk populations and the chemical evolution of the Galaxy's halo populations.

Neocles B. Leontis, chemistry, received a \$48,500 Fogarty Senior International fellowship grant from the Department of Health and Human Services/Public Health Services, to help advance international cooperation in the biomedical sciences through a visiting scientist from BGSU; received \$90,870 from National Institutes of Health, to identify thermally stable and conformationally compact 3-way junctions forming RNA sequences using in vitro selection and evolution methodology (SELEX) and to conduct analyses and construct models.

George Looney, English, received \$2,717 from the Ohio Arts Council, to assist in the publication of two issues of the *Mid-American Review*.

Rex L. Lowe, biological sciences, received \$10,000 from Procter & Gamble, to study distribution in sediments and drift.

Annette Mahoney, psychology, received \$28,660 from the Ohio Department of Mental Health, for the study of family members who use only verbal aggression versus those who use both physical and verbal aggression.

Colleen Mandell, special education, received a \$256,179 personnel training grant from the U.S. Department of Education, to prepare professionals to work with young children (birth through age 8) with intensive disabilities and their families.

Wendy Manning, sociology, received \$55,373 from the National Institute of Health, to examine characteristics of nonresidential fathers and to identify the determinants of social and economic flows to their biological children.

Jeffrey G. Miner, **Rex L. Lowe** and **Timothy W. Stewart**, biological sciences, received \$13,500 from the National Fish & Wildlife Foundation, for a field experiment regarding the natural history of Lake Erie.

Julia McArthur, educational curriculum and instruction, received \$13,000 from the Bowling Green School District, to expand the knowledge base and foster the professional growth of intern teachers, mentor/veteran teachers, entry level teachers and university

faculty; along with **Rosalind Hammond**, EDCI, received \$20,000 from the Ohio Department of Education, to provide a procedure, guidance and support to accomplished teachers seeking certification from the National Board for Professional Teaching Standards.

Craig A. Mentler, educational foundations and inquiry, received \$4,100 from the Martha Holden Jennings Foundation, for determining how practicing teachers assess student performance in school settings.

Jeffrey G. Miner, biological sciences, received \$1,926 from the Lake Erie Charter Boat Association, for field experimentation to demonstrate the effect of gobies, an effective predator of the zebra mussel, on the benthic community of Lake Erie.

Barbara Moses, mathematics, received a \$56,245 Eisenhower grant from the Ohio Board of Regents, for experience of upper elementary math curricular units involving measurement, geometry and probability taught in a problem-solving, reflective, discourse approach.

Jacqueline S. Nathan, art, received \$13,269 from the Ohio Arts Council, for operating support for external exhibitions and programming for the Fine Arts Center galleries; received \$1,000 from the Ohio Arts Council for an Artist-In-Education Program.

Joseph Nayduciak, Firelands, received \$10,000 from Lorain County Community College, to build organizational capacity to provide ISO/QS9000 certification training and assistance services to automotive industry suppliers.

Douglas Neckers, chemistry, received \$100,000 from the Office of Naval Research, to investigate laser-initiated photopolymerization in three dimensions; received \$38,750 from Spectra Group Ltd., Inc., for additional funding for photochemical research and development; received \$101,615 from the National Science Foundation, to further understanding of all steps of the complex processes of the polymerization process; received \$70,000 from Corning Inc., to develop functional group specific atomic force probes for use in topological analysis of glassy substances, silicon and silicates.

Reginald D. Noble, biological sciences, received \$6,500 from the U.S. Department of Agriculture/Forest Service, to establish a coordinated regional forest ecosystem monitoring program in the forests of Latvia and other Central and Eastern European countries that is patterned after, and compatible with, the U.S. Forest Health Monitoring initiative.

Carolyn J. Palmer, higher education and student affairs, received \$25,000 from the Association of College and University Housing Officers-International, for a qualitative study involving site visits to selected programs in the United States and Canada.

Kevin C. Pang, psychology, received \$85,923 from the Department of Health and Human Services, Public Health Services, National Institutes of Health/National Institute of Neurological Disorders and Stroke, for examination of the mechanisms by which the dopaminergic system of the brain modulates basal forebrain function. The study may provide a better understanding of functional disorders associated with Alzheimer's disease and Parkinson's disease.

Michael A.J. Rodgers, Center for Photochemical Sciences, received \$119,140 from U.S. Department of Health and Human Services/National Institutes of Health/National Institute of General Medical Sciences, for continued exploration into the nature and properties of singlet molecular oxygen and its role in photodynamic action; received \$40,813 from Case Western Reserve University, subcontracting with the National Cancer Institute, to continue studying new compounds for use in photodynamic therapy cancer treatment; received \$175,023 from the National Cancer Institute to research the applicability of phototherapy for highly pigmented tumors.

Klaus Schmidt, German, Russian and East Asian languages, received \$7,500 from the Max Kade Foundation, Inc., to support either a writer-in-residence or a visiting professor in 1997-98.

Irina Stakhanova and **Timothy Pogacar**, German, Russian and East Asian languages, received \$1,930 from the Ohio Humanities Council, to introduce the general public to Russian woman culture through films directed by Russian women.

W. Thomas Southern, special education, received \$12,500 from the Ohio Department of Education, for additional funding for the Governor's Summer Institute.

Roger E. Thibault, environmental programs, received a \$56,015 Eisenhower grant from the Ohio Board of Regents, to continue funding a two-week intensive summer workshop on the topic of extinction and offer follow-up activities/assessment for sixth-12th grade science teachers in northern Ohio.

Douglas Ullman, psychology, received \$25,950 from the Wood County Department of Human Services, to conduct a county-wide needs assessment of families and children.

R. Darby Williams and **Deborah Knigga**, Firelands, received \$175,000 from the Private Industry Council, Fremont, Ohio, for training/retraining of unemployed in a range of occupational areas in response to the job market of northern Ohio; received \$214,993 from Columbus State Community College, to provide experience and training for employable public assistance (Aid for Dependent Children and Food Stamp) recipients who are not otherwise able to obtain employment.

Clyde Willis and **Betsy Bunner**, health and human services, received \$36,290 from the Ohio Department of Health, for maintenance of a statewide AIDS education network involving Ohio's colleges and universities.

Rich Wilson, special education, received \$81,527 from the U.S. Department of Education, for Project PROMISE designed to identify, recruit, enroll, retain, graduate and secure employment for minority school psychologists in Ohio; received \$137,074 from Eastwood School District, to establish a collaborative process of continuous mentoring and evaluation for special education teachers.

Kimberly With and **Daniel Pavuk**, biological sciences, received \$50,000 from the National Science Foundation, to conduct the first experimental field test of neutral landscape theory to assess the effects of fragmentation on biodiversity and trophic interactions. ♦

Deadline for submitting notes for Spring 1998: 5 p.m., Friday, March 27. Notes received after this date will appear in the Summer 1998 issue.

MONITOR

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A Technological Vision for BGSU: Progress and future directions

This semester, the Provost's Office will begin providing the campus community with regular updates on campus technology initiatives. The update which follows was submitted by Charles Middleton, provost and vice president for academic affairs, and prepared by Ann-Marie Lancaster, vice provost for technology.

It is a status report on technology projects underway at BGSU. It also provides an overview of the implementation approach and illustrates the variety of ways academic and administrative units have participated in setting priorities related to technology integration. The full report appears on the University's World Wide Web home page under "Special Features" at www.bgsu.edu/welcome/feature.html.

In addition to upgrading desktop systems in academic and administrative units, the University will move forward this semester with planning for a comprehensive campus network infrastructure. President Sidney Ribeau has appointed a Cabinet Working Group on Technology Infrastructure, chaired by Middleton, to lead this charge. The working group will be scheduling open forums during spring semester for all interested

members of the campus community. Information on this process, along with a schedule of meeting dates, will be provided in next week's Monitor.

Background

Spring 1996 — Campus Technology Committee Submits Report

In fall 1995, Ribeau established the Campus Technology Committee,

work incorporating voice, data, and video;

- state-of-the-art hardware and software for all faculty and staff;

- student access to state-of-the-art hardware and software in lab facilities, classrooms and on-campus residences;

- state-of-the-art teaching technologies—including multimedia technologies—in the classrooms as well as state-of-the-art video for both on-campus instruction and distance learning;

- regular and substantial investment in technology; the regular replacement of outdated hardware and software; prompt and reliable maintenance; regularly-available, high-quality technology training; and an

vice-presidential areas (see pie chart).

In spring 1997, the total requests were merged and analyzed. Total funds available to support requests was approximately \$3.7 million.

from business administration and libraries and learning resources were addressed under Classroom Technology enhancements (described below).

This distribution was based upon the priorities specified by the departmental, collegiate and vice-presidential units.

technology update.....

Spring 1997—Implementation Plan

The largest category of requests related to desktop computing. This area comprised nearly \$5.9 million, or 40 percent of the \$15 million total.

Because desktop computing impacts the entire University community, addressing this area of need has been given a high priority. Implementation plans were developed to address a number of critical need areas including: stabilization of desktop computing for faculty and staff; classroom technology upgrades; upgrades to student lab facilities; development of effective technical support and training processes; implementation of campus resident Ethernet network; specialized computing needs and server infrastructure; and several critical administrative computing projects.

Start-up Costs

Approximately \$401,657 of OBOR funds was allocated for start-up costs for 80 new faculty hired in 1996-97 and 1997-98. This includes both computing and non-computing equipment, and responds to repeated requests from academic units for support.

Desktop Computing

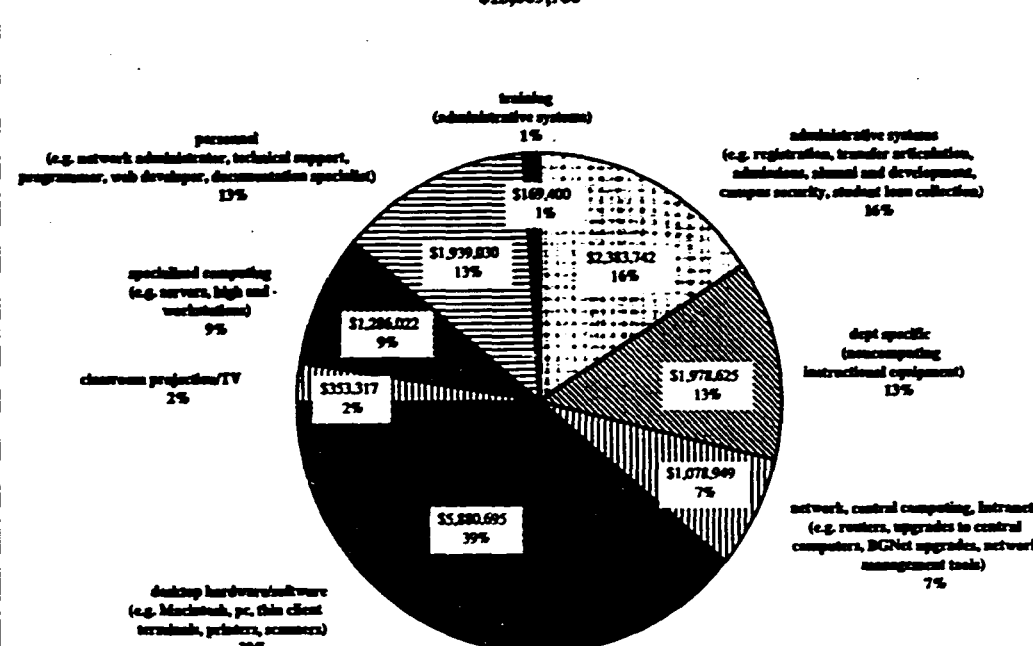
The wide spectrum of desktop computing environments on campus today ranges from hardware and software supporting a variety of instructional, research and administrative applications to more primitive environments that support basic word processing and electronic mail. The range of environments with the inclusion of many models of obsolete equipment makes effective management and technical support virtually impossible. Consequently, implementing a plan for the University to transition to a stable and manageable desktop environment is a high priority.

The basic goal for this year is three-fold:

- to ensure that all student facilities have current systems configured to support the wide range of applications used for instruction;
- at a minimum, to provide each faculty and staff member with a computing environment that adequately supports basic office applications, electronic mail and Web access; and
- to initiate new, responsive technical support and training processes to ensure that faculty, staff and students are able to use the electronic facilities effectively and that problems are resolved in a timely manner.

(Continued on page 2)

Distribution of Technology Fund and OBOR Requests
\$15,069,700



Technology Transition Plan 1997-98

- replace student lab systems
- add to student lab facilities
- recycle lab systems to faculty/staff
- replace some faculty/staff systems
- eliminate "really old" systems
- upgrade technology support services
- introduce end-user training and support
- pilot integrated workgroup environments

1998-99

- eliminate additional older models
- replace additional desktop systems
- recycle systems as required
- enhance technology support services
- enhance end-user training and support
- expand number of workgroup environments

1999-2000

- replace remaining desktop systems (all desktop systems on 3-year cycle)
- recycle systems as necessary
- fully integrate workgroup environments

chaired by Dean Lou Katzner, and charged it with developing a comprehensive campus technology plan. In spring 1996, after several months of meeting with campus constituents, the committee issued its report, identifying 10 components of a "technological vision for the University."

- comprehensive, high-speed net-

- technology resources for research including hardware and software as well as access to electronic databases and other on-line services;

- increased use of electronic communication and electronic information storage and retrieval mechanisms and processes for administrative tasks;

- technological training for faculty, staff and students so that all members of the University community can make full use of available technological resources;

- a chief of technology responsible for overseeing all aspects of technology planning and implementation and for ensuring systematic and effective integration of technology into all aspects of the learning community;

of Trustees endorsed the conceptual framework proposed in the committee's report.

Fall 1996 — Academic and Administrative Units Submit Requests

Spring 1997 — Technology and OBOR Requests Evaluated

In fall 1996, academic and administrative units submitted their technology and Ohio Board of Regents (OBOR)-funded equipment requests. These requests, which totaled more than \$15 million, were prioritized by the individual units, and then by the collegiate and

Status of Current Technology Projects

Non-Computing Allocations

In spring/summer 1997, \$549,797 in Instructional Equipment OBOR funds was distributed for non-computing instructional equipment (e.g. science lab equipment, musical instruments, art tools/equipment), as follows:

- Arts and Sciences: \$347,627
- Health/Human Services: \$68,110
- Musical Arts: \$49,500
- Technology: \$49,512
- EDAP: \$28,498
- Affirmative Action/Disability Resources: \$5,050
- Academic Enhancement: \$1,500

Non-computing requests

Current Status of Desktop Project

This fall, the focus of the desktop project has been replacing systems in student facilities. Substantial progress has been made in this area and remaining work will be completed this semester.

Systems removed from student labs are being refurbished (for example, additional memory is being installed) for faculty and staff. The task of replacing large numbers of faculty and staff computers is more complex than replacing lab facilities, and the desktop project team is piloting this task in a few units before proceeding. The goal is to have all replacements completed by the end of February.

This semester, the primary focus of the desktop project team will be improving processes for technical support.

Consultations with Academic and Administrative Units

In summer 1997, Lancaster and Nick Gorant, WBGU-TV, began meeting with academic and administrative units to assess each situation and develop a unit technology plan. Visits will be completed by mid-January. (Note: for the purposes of this project, the term "unit" has different meanings. For example, in the College of Arts and Sciences, each department was considered an individual unit whereas the College of Education and Human Development was considered a single unit because it has college-wide technology coordination.)

Desktop Technology Training for Faculty/Staff

Training classes on both Macintosh and PC platforms are being offered for faculty and staff. These include classes on using basic desktop computing software such as word processing, file management, and spreadsheets as well as classes on electronic mail and Web browsers. Several classes have been offered in fall 1997 and spring 1998 semesters.

Desktop implementation plans were based upon a combination of: the overall guidelines in the Technology Committee's 1996 report and the priorities specified by collegiate and vice-presidential units in their technology requests. Academic and administrative units were consulted regarding any upgrades to facilities in their areas.

Classroom Technology Enhancements

Through a project to be completed this semester, approximately 90 classroom televisions purchased between 1977-87 will be replaced and 30 new video projection systems will be installed in classrooms or seminar rooms. This project is being coordinated by the Classroom Technology Group with members from Instructional Media Services, Television Learning Services, Office of Registration and Records, University Computer Services and Capital Planning.

All classroom enhancements have been based upon priorities specified in the technology requests.

Training for Instructors

The Classroom Technology Group will be offering training programs for course instructors in the use of the classroom technology early in the spring semester.

Problem-Reporting

The Classroom Technology Working Group is developing a problem-reporting process to ensure that any type of classroom problem, from 'no chalk' to 'the projector doesn't work,' is resolved in a timely manner. These processes will be implemented in the spring semester.

Specialized Computing Facilities

BGUnix Upgrades

Memory and processor upgrades are scheduled for the Alpha and Sigma systems in the BGUnix environment. These computing systems are used for a variety of research and instructional applications.

These upgrades are in response to significant performance problems. The need for these upgrades is also reflected in the priorities indicated in the technology requests.

Shared Math/Science Facilities

A shared computational classroom/lab facility is being established in the mathematics and science departments. This facility is expected to be operational this semester.

This facility was initiated as a result of needs identified from technology requests and a joint proposal from the math/science department chairs. A committee with a representative from each math/science department has

been established to coordinate the use and evolution of this facility.

Web Servers

University Web facilities will be upgraded to support the increased demand for Web-based academic and administrative activities.

These upgrades are tentatively scheduled for January.

These upgrades are in response to technology requests from a wide variety of academic and administrative units and groups.

Campus Student Residence Ethernet

The University has contracted with IBM Corporation to implement the Ethernet network in the campus residences. Work on this project began in September and is scheduled to be completed by the beginning of spring semester. This switched Ethernet network will provide each student port with a 10 Mbps network connection.

This project is in response to significant student demand for in-room connection.

Voice Response System & Related Services

The University has offered course registration via telephone for several years. There is an immediate need to replace the aging voice response system. A new voice response system is being installed and is scheduled to be in place the first week of January. This same voice response system will be used to provide students with telephone access to other information, such as grades, financial aid status, status of admissions application, etc. These additional information services will be introduced in late spring 1998.

Implementation of these new services is in response to recommendations in the December 1996 report of the University Task Force on Student Customer Service. Specifically, this is the first step in addressing the task force's recommendation to "develop a reliable mechanism for the delivery of personalized information directly to the student independent of time or location."

Administrative Computing Projects

A number of administrative computing projects are being considered. The

following major projects are underway:

Year 2000

Many administrative software and hardware systems are being upgraded and replaced to ensure Year 2000 compliance.

Classroom Scheduling

Currently, staff members in the Office of Registration and Records schedule classrooms manually. This labor-intensive task consumes several weeks during the registration process. Schedule 25, a classroom scheduling system, is currently being installed and will be used this spring for fall 1998.

Summary of Upgrades to Student Facilities

The following new computing facilities opened this semester:

- Four computer lab facilities in Harshman Quadrangle - Chapman, Dunbar, Anderson and Bromfield (56 Macintosh and 17 PC systems)
- College of Musical Arts computer facility in Moore Musical Arts Center (32 Macintosh systems)

The computer systems in the following existing computing facilities have all been replaced with new systems:

- General Computer Lab in Psychology Building (15 Macintosh systems)
- General Studies Writing Computer Classroom in East Hall (25 Macintosh systems)
- Computer Science Lab Facility in Hayes Hall (10 Macintosh systems)
- Graphics Design Computing Lab Facility in Fine Arts Center (22 Macintosh systems)
- Instructional Computing Lab in College Park (24 Macintosh systems)
- Introductory Physics Computing Lab Facility in Overman Hall (21 Macintosh systems)
- Psychology Instructional Computing Lab in Psychology Building (25 Macintosh systems)
- Faculty/Staff/Graduate Workroom in Hayes Hall (11 Macintosh and 11 PC systems)
- Two Seminar Rooms in Hayes Hall (21 Macintosh and 21 PC systems)
- Scientific Computing Facility in Math Sciences Building (30 Macintosh systems)
- General Computing Lab in the Student Union (52 Macintosh and 40 PC systems)
- Shared Dept. Lab Facility in

A demonstration of this system was held in September for associate deans and staff in Registration and Records. Additional demonstrations will be scheduled in January and February for department chairs as well as faculty and staff involved in scheduling activities.

Alumni/Development Software

The ASCEND software system, designed for alumni, development, and foundation operations, is being installed to enhance the University's fund-raising capabilities. This system is scheduled to go live in July 1998. ♦

Overman Hall (4 Macintosh and 5 PC systems)

- Digital Imaging Lab in the College of Technology (20 Macintosh systems)
- General Computing Lab in Jerome Library (23 Macintosh and 18 PC systems)
- Off-Campus Commuter Lab Facility (14 Macintosh and 14 PC systems)
- Four Computer Classroom/Lab Facilities in BA Building (4 Macintosh and 132 PC systems)
- General Computing Lab in the Technology Building (41 Macintosh and 21 PC systems)
- Education Clinical Lab in the Education Building (24 Macintosh systems)
- Education Clinical Lab Open Lab in the Education Building (13 Macintosh systems)
- Education Computer Classroom in Life Science Building (24 Macintosh systems)
- Computer Classroom in Olscamp Hall (21 PC systems)
- Williams Hall Instructional Lab (27 Macintosh systems)
- Political Science Lab Facility in Williams Hall (1 Macintosh and 7 PC systems)
- Academic Enhancement Lab Facilities (7 Macintosh systems)
- Philosophy Lab Facility in Shatzel Hall (5 Macintosh systems and 5 PC systems)

The systems in the following existing facilities were upgraded:

- Technical Writing Lab in East Hall (24 Macintosh systems)
- Student Lab Facility in Athletics Area (8 Macintosh systems) ♦

MONITOR

Published for faculty and staff of Bowling Green State University

University Vision Statement:

Bowling Green State University aspires to be the premier learning community in Ohio and one of the best in the nation. Through the interdependence of teaching, learning, scholarship and service we will create an academic environment grounded in intellectual discovery and guided by rational discourse and civility.

BGSU is an AA/EEO educator and employer.

Office of Public Relations, 516 Administration Bldg., Bowling Green State University, Bowling Green, Ohio 43403

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Copy deadline: 5 p.m. Tuesday for following Monday during the academic year. (Published every other week during the summer.)

Administrative Staff Council meeting

Pay, performance and public forums highlight ASC January agenda

The following issues and developments affecting administrative staff were discussed during the Jan. 8 council meeting:

Educational forums on collective bargaining

Council plans to conduct public forums designed to educate administrative staff about collective bargaining. The forums will explore the impact of three possibilities: maintaining status quo, and instituting collective bargaining with and without union representation.

"The objective is to keep the University's best interests in mind and to create an environment that nurtures employees and fosters a healthier, more productive institution," said Joe Luthman, computer services, who is responding to an ASC initiative proposed last year.

Luthman is seeking ideas and suggestions for the educational forums. Any feedback or opinions regarding potential speakers, desired formats, times and locations are welcome. One suggestion was made to hold forums during lunch hours. Other suggestions should be emailed to jluthma@bgnnet.bgsu.edu.

Performance appraisal and pay grades

Council Chair Duane Whitmire, computer services, thanked Rebecca Ferguson, assistant provost for human resources, and her staff for providing two recent documents to all administrative staff: a memo and friendly reminder about the performance appraisal process and a list of administrative staff pay grades.

Ferguson said that mid-year performance appraisals should be completed by the end of January, and the new performance appraisal forms should be forwarded to Karen Woods, human resources. Goals may be revised/updated and additional information may be attached to the completed forms.

A committee spent two years devising the form and building the structure for a new appraisal process intended to be uniform across campus for all administrative staff. In part through mid-year reviews, the process is designed to encourage com-

munication and note exceptional areas of interest, both positive and negative, so there are no surprises during an annual evaluation.

"The form is not that bad if you do it in an electronic

follows:

- 8 a.m.-noon, Feb. 10
- 1-5 p.m., Feb. 19
- 8 a.m.-noon, March 11.

All training takes place in the classroom in the College Park Office Building.

On the Web:

Administrative Staff Council
bgsu.edu/organizations/asc/

- membership • committees
- meetings • minutes

format," which is available from human resources, said Ferguson. Her office also has information on how to give and receive feedback as well as sample forms.

Performance appraisal refresher courses will be offered three times during the coming months, as

Ferguson acknowledged that the list of pay grades contains some errors. She encouraged anyone who has questions or notes inaccuracies in pay ranges, titles, point values or other items on the list to contact her at fergusb@bgnnet.bgsu.edu or 2-2259. An updated, cor-

rected version of the list will soon be available in Jerome Library and provided to ASC leadership, she said. Eventually, the list will be posted on the World Wide Web.

"It's our intent to share it," said Ferguson, noting that the information will also be available at the front desk of her office.

Professional Connections

The Professional Development committee, chaired by Dawn Mays, student activities, will be organizing a Professional Connections program for new administrative staff beginning in the spring. The program will attempt to match each new employee with two current employees who will serve as

volunteer mentors.

In an effort to recognize excellence, the committee also plans to solicit nominations for 'best practices' among administrative staff in the near future.

ASC Web site

Calvin Williams, Center for Teaching, Learning and Technology, invites all administrative staff to visit and provide feedback, comments and suggestions about the new ASC Web site by contacting him at 2-7900 or calvinw@bgnnet.bgsu.edu. The address is: bgsu.edu/organizations/asc/. The site currently contains information about ASC members, committees and meetings, including minutes from prior meetings.

Statewide meeting

Jill Carr, student life, and Ann Bowers, archival collections, both previous ASC chairs, are exploring the possibility of BGSU hosting a one-day meeting with administrative staff leaders from other Ohio four-year colleges and universities.

A meeting could be held this spring or summer to allow "people like us" from across the state to discuss common concerns, said Whitmire. The group might share information about bylaws, handbooks and governance issues, for example, as well as personnel welfare and salary matters. Potentially, joint communication could continue through a list serv and subsequent annual meetings. ♦

The retention question: Why are students leaving?

Improving student retention is everybody's problem, but before permanent improvements can be made, it must first be determined why students are leaving.

Finding out 'why' is a task that has been taken on by Bill Knight, Office of Institutional Research, which recently released *An Initial Analytic Study of First Year Student Retention at BGSU*. This inaugural study analyzes data related to the retention of first-year students on the BGSU main campus from fall 1996 to fall 1997. Because more than 91 percent of freshmen live on campus, analysis of the data was limited to on-campus residents.

Knight called improving retention "one of the most important challenges currently facing" the University, noting that the percentage of new first-year students who return for a second fall term has declined from 82.2 percent in 1986-87 to 75.5 percent in 1995-96.

Financial incentives play a major role in the retention endeavor, according to Knight: "For every 100 students who do not return to BGSU between their first and second years, the University loses \$1 million per year."

"Given a projected constant number of high-school graduates across the state for the next several years, competition for students will increase among higher education institutions," he said, "and given Ohio's historically

low rate of subsidization for its public colleges and universities, improving student retention remains one of our few viable options for improving revenue."

Only data for students who voluntarily withdrew from the University was analyzed, Knight said. Students who were academically suspended or dismissed were eliminated from the data set. "Among the resulting 2,686 students, 2,155 (80 percent) re-enrolled for fall 1997 and

gender and ethnicity had little direct effect on departure and "their very weak indirect effects suggest that these background characteristics are mediated by the actual experiences of our first-year students."

Likewise, he said, the particular college of enrollment had little effect upon retention, which suggests that "college-level policies (whether deliberate or tacit) had no important effect upon retention for the given

of the reasons for the students' departure, he said, "would help to inform planning and policy formation."

Knight explained the methodology for the study involved analyzing existing survey data that was gleaned from two sources: the Student Flow Model developed by his office, which provides retention data, along with demographic variables, and the results of the initial BGSU Undergraduate Experience Questionnaire (BUEQ) administered to first-year students in spring 1997.

The BUEQ collected information from undergraduates relating to their academic and social integration into college life, their perceptions of the institution and their satisfaction with its programs and services.

According to Knight, the study will be expanded upon with additional future data. "This is the first year the University has conducted such a survey," Knight said, "and it will be expanded upon for future analysis. From information we can find in the office, it's been 18 years since a University-wide alumni survey has been conducted and there has been nothing like the BUEQ here before. We're building up to a series of surveys so that we can hopefully be able to tap into all the reasons why students re-enroll and why they leave."

To expand on the study's results to provide more specific comparisons for further studies, Knight said

"Given Ohio's historically low rate of subsidization for its public colleges and universities, improving student retention remains one of our few viable options for improving revenue."
—Bill Knight

531 (20 percent) did not," he said.

Assessing the effects of demographic, environmental and perception variables upon retention, the study showed that students more likely to re-enroll are those who were more committed to graduating from BGSU; who were more satisfied; who reported more positive interactions with faculty, staff, fellow students and the community; who were more likely to perceive that BGSU emphasizes educational and personal growth and to report that they had experienced such growth; and who had higher freshman year grades and ACT scores.

The study shows that

cohort of students."

Developing "an improved understanding of the reasons why some students re-enroll and others do not is a key goal for the University and the Office of Institutional Research in particular," Knight said.

"It is important to note that about one-half of the first-year students over the past two years who did not re-enroll (i.e., nearly 300 students each year) had cumulative grade point averages of about 2.0 and were in good academic standing," Knight said. "These students made a deliberate decision to leave Bowling Green State University." A better understanding

his office plans to survey all freshmen and sophomores living in residence halls, as well as random juniors and seniors in class, in February.

Knight has sent messages via email to all faculty and staff informing them that the retention study is available for review and that feedback is welcome.

The study is located under the heading "Studies" on the following BGSU Explorer Web site: www.bgsu.edu/offices.ir. Knight can be contacted at 2-7816.

His office also is "working on alumni surveys," he said, which will query alumni on employment and post-graduate education activities, and how well the University prepared them for their futures.

"Our current plan is to send out two versions of that survey, one short-term and one long-term," Knight said. "The short-term survey will be sent to people who received their bachelor's degrees in 1996 and the long-term survey will be sent to people who graduated in 1991. We'll send out the BUEQ and the first-year study questionnaires every year and the alumni survey probably every three years."

"We won't really be in a position to compare results until we have conducted surveys over several years," Knight said, "and we want to compare our results with other universities like ours, but that's still in its infancy." ♦

in brief

Graduate dean candidates to visit

The campus community will have an opportunity to meet two candidates being considered for the position of vice provost for research and dean of the Graduate College during open forums, as follows:

- Pamela Trotman Reid, associate provost and dean for academic affairs for the Graduate School and University Center at the City University of New York, will be available 9:45-10:45 a.m. on Tuesday, Jan. 27 in the Campus Room, Student Union.

- Steven Ballard, professor and director of the Margaret Chase Smith Center for Public Policy at the University of Maine in Orono, will be available from 11 a.m.-noon on Friday, Jan. 30 in the Alumni Room in the Student Union.

The third candidate, Carol Magai, professor and director of the Center for Studies of Ethnicity and Human Development at Long Island University in Brooklyn, N.Y., interviewed on campus Jan. 16. ♦

Evening hours expand at Firelands

As of Jan. 12, Firelands College has expanded its hours for all enrollment services offices to accommodate evening students. Admissions, registration, financial aid and student services will be open Mondays through Thursdays until 7 p.m.

"Expanding our office hours and consolidating all offices that directly serve students into one central location is part of the plan to provide excellent service to students," said John Hartung, director of enrollment services.

The college will also hold an "imagineering mini-retreat" called "Making Magic Work" on Feb. 19 in Huron. Seven leaders from the college and other invited guests will discuss ways that Firelands might creatively and effectively employ ideas for improved customer service, drawing from information presented by Tom Connellan, author of *Inside the Magic Kingdom: Seven Keys to Disney's Success*. ♦

Two prizes unclaimed

Two prizes intended for those who completed the recent health care benefits survey remain unclaimed. The Health Wellness and Insurance Committee is issuing final notice to those who hold winning tickets for University Bookstore gift certificates (\$30 - #3157853 and \$25 - #3156979).

Winners should bring their red ticket stubs to the benefits department in human resources by Tuesday, Jan. 20. ♦

health&safety.....

New feature promotes health and safety

From food services to science laboratories to buildings across campus, the Environmental Health and Safety Department is working to make BGSU a more healthful and safe environment.

Department staff offer training and consultation to departments and units. They also track changes in the law and help ensure that the University community is aware of standards and regulations as well as University policies/procedures.

The department specializes in five areas:

- fire safety
- occupational safety and health
- radiation safety
- food protection, and
- hazardous/infectious waste management.

Other health and safety concerns are addressed by other units on campus. For example, facilities services handles pest control (call 2-9842 for more information), fire extinguisher maintenance (2-7666) and recycling (2-8909).

To expand efforts to keep University staff informed of health and safety issues in general, environmental health and safety is sponsoring a new regular feature in *Monitor*, "health & safety." This column will provide updates and information about safety and environmental issues as well as services affecting departments campus-wide.

For more information, visit bgsu.edu/offices/envhs/index.htm on the World Wide Web or call 2-2171. ♦

campus calendar.....

Monday, January 19

Martin Luther King Jr. Day-holiday

Tuesday, January 20

Classified Staff Council Meeting, 9 a.m., Taft Room, Student Union.

Faculty Senate Meeting, 2:30 p.m., Assembly Room, McFall Center.

Surefire Prospecting/Power Marketing. Learn the latest, most effective techniques used by the sales leaders of the 1990s. Ohio Division of Real Estate Certified, 6-9 p.m., 2 College Park. Fee. Information: continuing education, 2-8181.

Auditions for BGSU Theatre production of "Twilight, Los Angeles," monologues examining race and issues of prejudice, 7 p.m., 405 University Hall. Information: 2-2222. Repeated Jan. 21.

Wednesday, January 21

Martin Luther King Tribute, "Promoting Positive Race Relations: An Interactive Workshop," Marshall Rose and Barbara Waddell, affirmative action, will lead a dialogue about racial and ethnic perceptions and offer strategies for positive interaction. Part of the Issues in Cultural Diversity series, 10 a.m.-noon. Pallister Conference Room, Jerome Library.

Focus group, "How Purchasing Functions," 10-11:30 a.m. Information/location: Jan Ruffner, purchasing, 2-8419.

Women's basketball hosts Ohio, 7 p.m., Anderson Arena.

Thursday, January 22

Volunteer Information Night, learn about opportunities to volunteer in five projects, sponsored by the United Christian Fellowship, 5-7 p.m., UCF Center, 313 Thurstin Ave.

Friday, January 23

Workshop, "The Emerging Leadership Role," learn sound leadership practices to empower your staff and sustain high performance levels, 8-10 a.m., 2 College Park. Fee. Information/registration: continuing education, 2-8181.

Lecture, Economics Colloquium Series, "The Effect of 'Fair Housing Laws' on the Racial Integration of Neighborhoods," with Kelly DeRango, University of Wisconsin-Madison, 3:30 p.m., 4000 Business Administration Building.

Hockey hosts Northern Michigan, 7 p.m., Ice Arena.

Saturday, January 24

Men's basketball hosts Marshall, 1:30 p.m., Anderson Arena.

Hockey hosts Notre Dame, 7 p.m., Ice Arena.

Monday, January 26

Auditions for BGSU Theatre production of Samuel Beckett's play, "Waiting for Godot," 7 p.m., 405 University Hall. Repeated Jan. 27. Information: 2-2222.

Auditions for BGSU Theatre production, "Enter the Night," 7 p.m., 402 University Hall. Repeated Jan. 27. Information: 2-2222.

International Film Series, the 1994 Chinese motion picture, "To Live," 8:15 p.m., Gish Film Theater. Free.

Continuing Events

January 13-February 6

Art exhibit, Dorothy Uber Bryan Gallery. "By Example" by Rick Valicenti. A retrospective exhibition by an internationally acclaimed designer and BGSU alumnus. Artist's talk and reception is scheduled for 7 p.m., Friday, January 23.

January 14-February 7

Art exhibit, "The Body of a House," a series of eight oil canvases by Robert Beckmann, 10 a.m.-4 p.m. Tuesdays through Saturdays and 2-5 p.m. Sundays, Wankelman Gallery, Fine Arts Center. Free.

January 22-24

University Performing Dancers, 8 p.m., Eva Marie Saint Theatre. Tickets at the door. Sponsor: health, physical education and recreation. Information: 2-6918.

January 23-24

Workshop, Media 100 User Certification Training, learn the newest digital technology from the National Institute of Digital Media, 8 a.m.-5 p.m. both days, 232 Technology Building. Fee. Registration/information: continuing education, 2-8181.

January 20-29

Computer training open to all BGSU personnel.

- Introduction to Computers: Jan. 21, 9 a.m.-noon; Jan. 27, 1-4 p.m.;

- Internet Use: Jan. 20, 1-4 p.m. (Mac); Jan. 22, 9 a.m.-noon, (PC); and Jan. 26, 1-4 p.m. (PC);

- Desktop Skills, Jan. 21, 1-4 p.m. (PC); Jan. 22, 9 a.m.-noon (Mac); Jan. 28, 1-4 p.m., (Mac); and Jan. 29, 9 a.m.-noon (PC).

All classes are free and take place in Hayes Hall, Room 126 (MAC) and Room 128 (PC). Sponsor: continuing education. Registration: 2-8181. Free.

job postings.....

FACULTY

(Unless otherwise noted, all faculty positions are for assistant professors.)

Art (computer art). Tenure-track position. Call 2-2786. Deadline: March 5.

Business education. Tenure track position. Call 2-2904. Deadline: Feb. 2.

Technology systems (electronic technology). Tenure-track position. Call 2-2439. Deadline: Feb. 27.

Telecommunications. Tenure-track position. Call 2-2138. Deadline: Feb. 6.

Visual communication and technology education. Two tenure-track positions (architecture/environmental design studies and training and development). Call 2-2437. Deadline: Feb. 13.

Assistant or associate professor - visual communication and technology

education (visual communication technology). Tenure-track position. Call 2-2437. Deadline: Feb. 13.

Contact human resources, 2-8421, for information regarding the following:

CLASSIFIED

Posting expiration date for employees to apply: noon, Monday, Jan. 26.
Custodial work team leader (12-19-2) - facilities services. Re-posted with revised hours. Pay grade 4.

ADMINISTRATIVE

Nutrition educator (M-001) - Center for Wellness and Prevention. Deadline: Jan. 23.

Support services supervisor (M-003) - University computer services. Deadline: Feb. 6.

in memory

Robert Innis, 77, died Aug. 20, 1997, in Traverse City, Mich. He was a professor emeritus in the College of Technology. An aerotechnology award and industrial teacher education scholarship were established in his name prior to his retirement in 1980.

Elsa McMullen, 69, died Oct. 18, 1997 in Penn Yan, N.Y. She chaired the family and consumer sciences department and was named scholar of the year in 1990. Memorials may be made to the A.L. S. Association, 21021 Ventura Blvd., Suite 321, Woodland Hills, Calif. 91364.

George E. Stewart, 86, died Nov. 4, 1997 in Perrysburg. He retired in 1974 from the central supply department. Memorials may be made to Trinity United Methodist Church, Bowling Green, or to the Browning Masonic Community, Waterville.

Leslie Chamberlin, 71, died Jan. 3 in Toledo. A former teacher, principal and school administrator, Chamberlin chaired the Department of Education Administration and Supervision from 1973 until his retirement in 1985. Memorials may be made to the BGSU Foundation for the Leslie J. Chamberlin Scholarship Fund for Disadvantaged Youth in the BGSU Leadership Academy.

Harold Van Winkle, 91, died Jan 4, in Florida. He was director of publications and news service from 1953-60. ♦